

Team Building



MSgt David Greene



Overview

- What is a team and team building?
- Why should I play nicely?
- Different kinds of teams
- Stages in team building
 - What happens when you start building a team?



Overview

- Good Teamwork
- Roles and Personalities
- Characteristics of an Effective Team
- Team Performance Model
- Summation

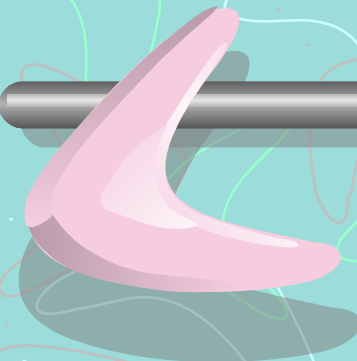


What is a team?

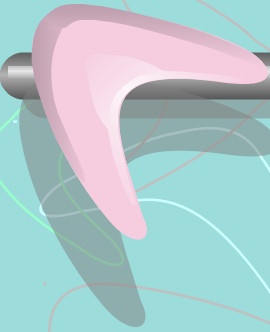
A group of people
working towards a
common goal



What is team building?



A process of enabling
the team to achieve
their desired goal



Why should you play nicely?

- Have you ever felt excluded?
- Wouldn't you rather be part of the solution to a problem than the problem?
- Are you the highest level authority?
 - If not, you could be removed from the team or your job all together.
- It's the right thing to do!





Different Kinds of Teams

- Lone Ranger
 - Everybody drives off in their own direction
- OK Corral
 - There is a shoot out every week
- Family
 - Team Membership
 - Mommy, Daddy, kids
- Paranoid (lack of trust)
 - Everybody is after me
- Memo
 - They don't ever meet, they just send e-mails
- Fortune Teller
 - Guess what I am thinking?



Stages of Team Building

- State and clarify the team goal(s)
- Identify roles
- Identify obstacles
- Address and remove obstacles
- Go for the goal!
- Solicit feedback
- Readdress if necessary





What happens when you start building a team?

- Informal leaders get worried
- Increased levels of trust
- Stronger commitment
- Wide range of ideas
- Increased knowledge of the goal
- Leaders are developed
- Cliques seem to disseminate

Good Teamwork

- Clear Goals & Priorities
- Clear Roles & Responsibilities
- Clear Procedures & Processes
- Good Interpersonal Relationships





Roles/Personalities

- Coach: Builds harmony/agreement in the team
- Crusader: Giving importance of ideas/beliefs/information
- Explorer: Exploration of potential in people
- Innovator: Imagination of new ideas or perspectives



Roles/Personalities

- Sculptor: Bringing things to be, through action
- Curator: Clarity of information and ideas
- Conductor: Introducing organization into the way things are done
- Scientist: Forming explanation of how things work

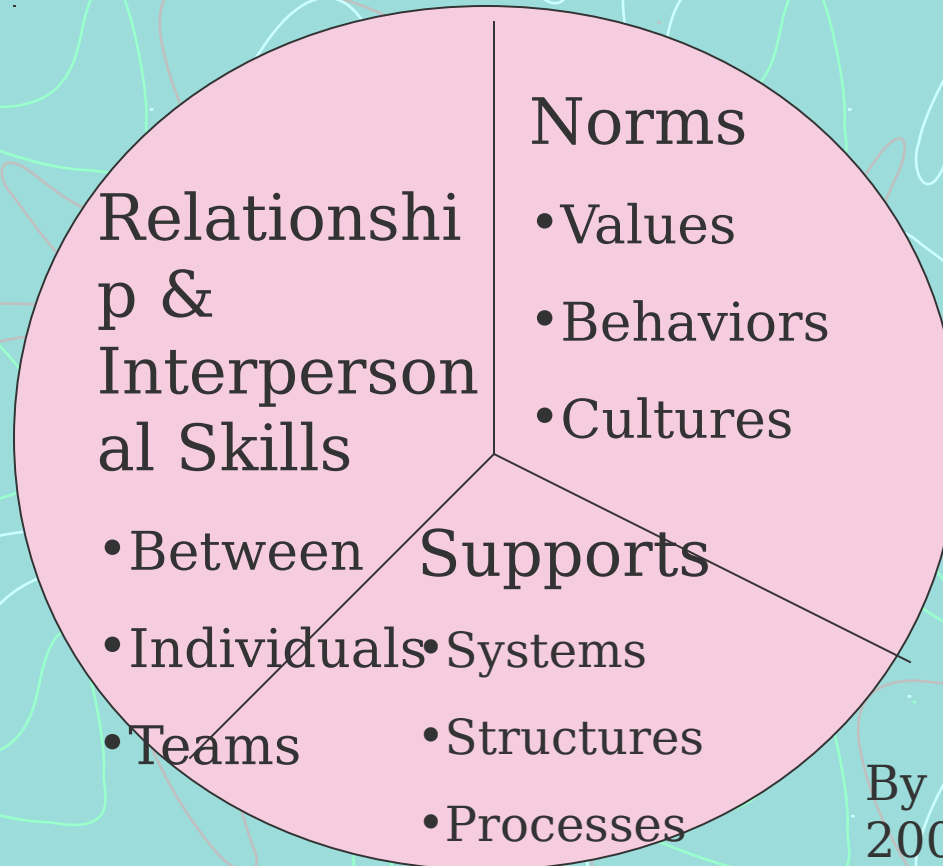


Characteristics of an Effective Team

- Mutual respect
- Healthy open conflict
- Good at giving and receiving criticism
- More interested in solving problems than finding blame
- Sense of humor
- Affirm each other
- We do better together than separately

TEAM MEMBERSHIP

Team Performance Model



By Executive Edge, Inc.
2001,2002

TEAM PURPOSE



Summation

- A team is a group of people working toward a common goal and team building enables the group to reach their goal
- There are various kind of teams and the stages
- Everyone team member has roles and there are certain characteristics of an effective team
- Remember to be clear, simple and to the point



References

- Dr. Ben Bissell, Team Building, Why teams work, why teams don't work
 - <https://www.msg.wpafb.af.mil>
- Executive Edge, Inc. Our Learning Models
 - <http://www.executiveedgeinc.com>
- Team technology, Team building: An introduction to the basics; team dynamics; and working out you team role
 - <http://www.teamtechnology.co.uk>
- The Quality Approach, Second edition, Air University, September 1994

Questions????????

Thank You!